



# Reserve Component Transition NCO Excerpt



8 November 2006



U.S. ARMY



*United States Army Soldier Support Institute  
Retention School  
Fort Jackson, South Carolina*

## Reserve Component Overview

History	2
Force Structure	4
USAR	4
ARNG	5
Standby Reserve	7
Active List	7
Inactive List	7
Retired Reserve	7
Ready Reserve	8
Selected Reserve (SELRES or SR)	8
Troop Program Units (TPU)	8
Inactive National Guard (ING)	9
Active Guard Reserve (AGR)	9
Individual Mobilization Augmentation (IMA)	9
Individual Ready Reserve (IRR)	9
Annual Training Control Group (AT)	10
Reinforcement Control Group (REINF)	10
Officer Active Duty Obligor Control Group (OADO)	10
Force Matrix	11
Membership Benefits	12
Retirement	12
Gray Area Benefits	12
Pay Compensation	13
Medical Coverage	13
Access to Military Installations, Facilities & Activities	13
Service Member's Group Life Insurance	13
Education Benefits & Program	14
Uniforms	14
Uniformed Services Employment & Reemployment Rights Act	15
State Benefits	16
Stabilization & Mobilization Deferments	17
Questions	18

## HISTORY

---

1. The **Army National Guard** is the oldest component of the United States Armed Forces. Militia companies formed in the first English settlement at Jamestown in 1607. The first militia regiments were organized by the General Court of the Massachusetts Bay Colony in 1636. From the Pequot War in 1637 until the present day, the Army National Guard participated in every war or conflict the nation fought. The militia stood their ground at Lexington Green in 1775 when the opening shots of our War of Independence were fired. They fought the British and their Indian allies from the Great Lakes to New Orleans during the War of 1812, and provided 70% of the troops that fought in the Mexican War. ([www.armg.mil/history](http://www.armg.mil/history))

Throughout the 19th century the size of the Regular Army was small, and the militia provided the bulk of the troops during the Mexican War, the early months of the Civil War, and the Spanish-American War. In 1903, important national defense legislation increased the role of the National Guard (as the militia was now called) as a Reserve force for the U.S. Army. In World War I, the National Guard made up 40% of the U.S. combat divisions in France, and in World War II, National Guard units were among the first to deploy overseas and the first to fight.

The Guard doubled the size of the Regular Army when it was mobilized in 1940, more than a year before Pearl Harbor, and contributed 19 divisions, as well as numerous other units, to include Guard aviation squadrons. Over 138,000 Guardsmen were mobilized for Korea, followed by numerous smaller mobilizations for the Berlin Crisis, Vietnam, and numerous strikes and riots at home. Over 63,000 Army Guardsmen were called to serve in Desert Storm, and in the decade since then, Guardsmen have seen a greater role than ever before conducting peacekeeping in Somalia, Haiti, Saudi Arabia and Kuwait, Bosnia, and Kosovo. ([www.ct.ngb.arm.mil](http://www.ct.ngb.arm.mil))

Following the attacks of September 11, 2001, more than 50,000 Guardsmen were called up by both their States and the Federal government to provide security at home and combat terrorism abroad.

2. The **Army Reserve** is rooted in the tradition of the American Colonists who would serve, protect and defend this country whenever, wherever it was needed. George Washington and Alexander Hamilton proposed a contingency force to support the Army that would be centrally controlled by the Federal Government. ([www.armyreserve.army.mil](http://www.armyreserve.army.mil))

In 1908, Congress established the Medical Reserve Corps to provide a reservoir of trained Officers in times of war. National Defense acts of 1916 and 1920 created the Officers Reserve Corps and Enlisted Reserve Corps, later named the Organized Reserve Corps (ORC), forerunners of the current Army Reserve. Legislation (1952-1955) renamed the ORC as the Army Reserve and divided it into a Ready Reserve, Standby Reserve and Retired Reserve and mandated Reserve units to have 24 training days and up to 17 days of annual training. The President was given authority to call up to one million Army Reserve Soldiers of all services. In 1973, the All-Volunteer Force is implemented; Army Reserve receives more responsibilities and resources.

During World War I (1914-1918): 89,500 Officers from the Officers Reserve Corps participated; and 80,000 members of the Enlisted Reserve Corps served. In the 1930s, the Civilian Conservation Corps (CCC) consisted of more than 30,000 Army Reserve Officers who helped manage 2,700 CCC camps. During World War II (1940 -1944): 200,000 members of the ORC participated. During the Korean Conflict (1950): 240,500 members of the ORC were called to Active Duty and more than 400 Army Reserve units served in Korea. More than 60,000 Army Reserve Soldiers were called to Active duty in 1961 for the Berlin Crisis. 5,900 Army Reserve Soldiers were mobilized in 1968 to serve in the Vietnam Conflict. After the U.S. rescue operation, volunteers from Army Reserve civil affairs units deployed to Grenada in 1983 to help rebuild infrastructure. After the 1989 U.S. invasion of Panama, Army Reserve civil affairs and military police units helped restore order.

During the Persian Gulf War more than 84,000 Army Reserve Soldiers provided combat support and combat service support to the Army. In 1992, Army Reserve Soldiers provided postal, logistical and other assistance to support U.S. relief efforts in Somalia. The Army Reserve helped restore democracy in Haiti from 1995 to 1996, providing more than 70% of all Reserve component support. From 1995 to 2001 the Army Reserve contributed more than 68% of the Reserve Soldiers mobilized to Bosnia, providing civil affairs, medical, postal, engineer and transportation support to Operation Joint Endeavor/Joint Guard/Joint Forge. This included more than 11,150 Soldiers from more than 330 units. In 1999, the Army Reserve sent units to Central America in support of New Horizons, the relief effort for Hurricane Mitch. The Army Reserve units supported NATO forces in Kosovo from 2000 to 2001.

Beginning in 2001 to present, the Army Reserve mobilized thousands of troops in the global war on terror, providing key support for Operation Enduring Freedom combat operations in Afghanistan and elsewhere. The Army Reserve became a major partner with FEMA, state and local agencies in defending the American homeland under Operation Noble Eagle against terrorist attacks, providing resources and training to "first responder" organizations across the nation. Army Reserve Soldiers participated by the thousands in the march to Baghdad and the stabilization and reconstruction of Iraq during Operation Iraqi Freedom.

On 30 June 2004 the Army announced plans to order 5,600 Soldiers in the Individual Ready Reserve to active duty for possible deployment with the next Operations Iraqi Freedom and Enduring Freedom rotations. Those Soldiers called up had 30 days from the date the orders were issued to take care of personal business before having to report to a mobilization site. The orders called for 18 months of active duty, but that could be extended for a total of 24 months if needed. The purpose of the IRR call-up was to fill personnel shortfalls in a number of Army Reserve and National Guard units tagged to deploy overseas as part of the OIF 3 and OEF 6 rotations planned for late fall 2004.

This is not the first time the Army has used the IRR to fill its manpower needs. During the Gulf War, more than 20,000 IRR Soldiers were mobilized and deployed. Since the terrorist attacks of Sept. 11, 2001, the Army has called up more than 2,500 IRR Soldiers.

## FORCE STRUCTURE



1. The Active Component/Reserve Component relationship in a power-projection Army is fundamentally different from requirements during the Cold War. The Chief of the Army Reserve, the Director of the Army National Guard and other Army general officers participate on general officer steering committees at DA, FORSCOM, and the US Army Training and Doctrine Command to establish programs and standards for all components of the Army. ([www.armyreserve.army.mil](http://www.armyreserve.army.mil))

a. Today reserve missions around the world are engaged in intelligence gathering, investigation, training, legal support, communications, postal and personnel support, engineering, mortuary services, logistic and transportation operations, medical support and civil affairs. Army Reserve Soldiers are no longer an add-on to military operations. They are increasingly part of a joint, interoperable team with our full-time uniformed men and women in the business of fighting and winning the nation's wars.

The **Army Reserve** is reengineering the mobilization process to make it more streamlined; refocusing our regional commands to better support Soldiers and their families; restructuring units for increased relevance; improving human resources operations; and improving the pool of skilled Soldier volunteers to combatant commanders. The intent is to build a rotational force, so that the Reserve does not have to mobilize an Army Reserve Soldier for more than a nine- to 12-month period in a five- to six-year window. The Reserve will add Soldiers in high-demand jobs, lessening the burden on those already in these fields and providing a more predictable deployment routine to Soldiers, their families and their employers.

The Army Reserve's mission, under Title 10 of the U.S. code, is to provide trained and ready Soldiers and units with the critical combat service support and combat support capabilities necessary to support nation strategy during peacetime, contingencies and war. The Army Reserve is a key element in The Army multi-component unit force, training with Active and National Guard units to ensure all three components work as a fully integrated team. The Army Reserve had performed a complementary role to the Active component, providing combat support and combat service support functions to enable the Army to ramp up its capabilities to protect combat forces and sustain mobilization.

To meet the challenges of the 21st century in the war on terrorism, the Army has had to redefine and restructure itself. It is becoming smaller, lighter and quicker. The Army Reserve is playing a critical role in this transformation. With over one million Soldiers available at any time, the Army Reserve provides a highly skilled, flexible force that can support the Army when and where they are needed most: Combat Support, Combat Service Support, Peacekeeping, Nation-building, and Civil Support.

The specialized capabilities of the Army Reserve and the percentage they represent of the Active Army's total force illustrates the invaluable role the Army Reserve plays in manning today's Army. The Army Reserve contributes to the Army's Total Force by providing:

(1) 100% of the Chemical Brigades, Internment Brigades, Judge Advocate General Unit, Medical Groups, Railway Units, Training & Exercise Divisions and Water Supply Battalions.

(2) More than two-thirds of the Army's Civil Affairs Units, Psychological Operations Units, Transportation Groups, Motor Battalions, Chemical Battalions, Hospitals, Medical Brigades, and Theater Signal Commands.

(3) Nearly 50% of the Army's Petroleum Battalions, Adjutant General Units, Petroleum Groups, Transportation Command, Terminal Battalions and Public Affairs Units.

The Army Reserve has more than 2,000 units located in 1,200 Army Reserve Centers in the United States, Guam, the Virgin Islands, Puerto Rico and Germany, each one trained in a specialized skill and ready to support Army missions around the world. The United States Army Reserve Command (USARC) reorganized its command and control structure to bring it in line with the new end strength, to enhance its ability to train and mobilize Army Reserve units and to reflect its expertise in combat support and combat service support functions. The new structure consists of 11 Regional Support Commands (RSC), three Regional Support Groups (RSG) and 37 specialized commands.

(1) Regional Readiness Commands (RRC) provide resource, logistics and personnel management services to all Army Reserve units within their region. RRC exercise command and control of assigned units, including organizing, training, mobilizing and deploying units and individuals. RRC also support the Federal Emergency Management Agency (FEMA) in case of natural disasters or emergency situations. The 10 RRC serving the continental United States are aligned with FEMA regions. An additional RRC serves Puerto Rico. In the area of facilities management, RRC provide engineering, utilities, physical security, environmental and contracting support to facilities. RRC also provide the full range of base operations support. Upon mobilization, the RRC continue to care for families of mobilized Soldiers, maintain facilities and coordinate mobilization efforts.

(2) Divisions—Institutional Training (DIV-IT) are responsible for routine training of Army, Army Reserve and Army National Guard Soldiers, through formal classroom and hands-on training. DIV-IT train new recruits and Reserve Officer Training Corps (ROTC) cadets, provide Soldiers with advanced training in their military occupational specialty, and offer professional development courses to prepare Soldiers for increasing levels of responsibility and readiness. In the event of mobilization, DIV-ITs provide Drill Sergeants and instructors to backfill and augment Army schools and facilities.

(3) Divisions—Training Support (DIV-TS) provide customized, realistic unit- and operation-specific training. DIV-TS plan, conduct and evaluate training exercises for Army, Army Reserve and Army National Guard units. DIV-TS work with commanders to develop and execute customized training programs and computer simulations for their units. During training, DIV-TS evaluate unit performance and provide feedback to the commanders. Upon mobilization, DIV-TS assist in the validation of Army Reserve and Army National Guard units, ensuring they are fully trained and ready to deploy.

(4) Direct Reporting Commands (DRC) are large commands that report directly to USARC and are responsible for organizing, planning and executing missions for the Army. DRC cover areas such as engineering, medical and signal (communications).

(5) Army Direct Reporting Units (DRU) are assigned to commands other than the U.S. Army Forces Command (FORSCOM) and therefore do not report to USARC. These units are DRU to the Army, and include Special Operations Commands as well as Army Reserve Commands outside the continental United States.

b. The **Army National Guard** is composed primarily of traditional Guardsmen -- civilians who serve their country, state and community on a part-time basis. The Army National Guard is represented in more than 2,800 communities in all 50 states, the Commonwealth of Puerto Rico, the territories of



Guam and the Virgin Islands, and the District of Columbia. The structure of the Army National Guard allows for command and control of units by individual Governors or the President of the United States, depending upon the nature of the call to duty. When Army National Guard units are not mobilized or under federal control, they report to the Governors of their respective state or territory. The President serves as commander-in-chief for units mobilized for federal active duty. ([www.arng.army.mil/history](http://www.arng.army.mil/history))

Today's National Guard continues its historic dual mission, providing the states with units trained and equipped to protect life and property, while providing the nation with units ready to defend the United States and its interests around the world.

(1) For state missions, the governor, through the state Adjutant General, commands Guard forces. The governor can call the National Guard into action during local or statewide emergencies, such as storms, fires, earthquakes or civil disturbances.

(2) The President of the United States can activate the National Guard for participation in federal missions. Examples of federal activations include Guard units deployed to Bosnia and Kosovo for stabilization operations and units deployed to the Middle East and other locations in the war on terrorism. When federalized, Guard units are commanded by the Combatant Commander of the theatre in which they are operating. Even when not federalized, the Army National Guard has a federal obligation (or mission). That mission is to maintain properly trained and equipped units, available for prompt mobilization for war, national emergency, or as otherwise needed.

The ARNG maintains a balanced mix of combat, combat support (CS), and combat service support (CSS) units. These units are structured to integrate seamlessly with active component units as needed. The ARNG structure is as follows: 15 enhanced Separate Brigades, eight divisions, and three strategic brigades. The ARNG also maintains two Special Forces groups. The force composition of the ARNG is 52 combat units, 17 CS units, 22 CSS units, and 9 table of distribution and allowances (TDA) units, typically state headquarters units. The Army National Guard offers a large selection of military occupation specialties (MOS's) throughout a range of skills divided into three major categories: Combat (Infantry, Artillery, Armor, Aviation, Air Defense), Combat Support (Engineer, Chemical, Military Police, Signal, Military Intelligence, Civil Affairs) and Combat Service Support (Finance, Public Affairs, Personnel, Supply, Maintenance, Transportation). Different MOSs have different qualifications.

The State Area Command (STARC) is a mobilization entity in each state and territory. It organizes, trains, plans, and coordinates the mobilization of NG units and elements for state and federal missions. The STARC is responsible for emergency planning and response using all NG resources within its jurisdiction. It directs the deployment and employment of ARNG units and elements for domestic support operations, including military support to civil authorities. While serving in state status, the NG provides military support to civil authorities, including law enforcement, in accordance with state law. Federal equipment assigned to the NG may be used for emergency support on an incremental cost-reimbursement basis.

Under a Presidential call-up, State Area Commands (STARCs) are not federalized, the National Guard Bureau and the Adjutants General of the several states remain responsible for ensuring the readiness of non-federalized units.

To accomplish the Total Army School System (TASS) missions within and across state boundaries, the NGB and the TAGs developed the Combat Arms Training Brigades (CATB), Leadership Training Brigades (LTB), and the Regional Training Institutes (RTI). Each Brigade or RTI contains functionally aligned TASS Training Battalions and General Studies Training Battalion. Under the Battalions are functionally aligned Combat Arms Training Companies, OCS Training Companies and Leadership Training Companies. These organizations have coordinating authority to conduct regional TASS missions directed by the ARPRINT. Each state/territory is organized with either a CATB, LTB or a RTI. The Brigade and RTI are equal, however they have different levels of responsibility.

c. Both the state and the federal government control the Army National Guard, depending on the circumstance. Whereas, the Active Army and Army Reserve (USAR) are completely controlled by the Federal Government, and the Army Reserve serves solely as a federal reserve to the Active Army. The Army Guard force structure consists of Combat, Combat Support, and Combat Service Support units, while the Army Reserve force is primarily comprised of Combat Support and Combat Service Support. The ARNG consists of approximately 350,000 Soldiers versus just over 200,000 in the USAR.

d. The Reserve Component is comprised of three groups of Soldiers: the Standby Reserve (1,668), the Retired Reserve (754,903), and the Ready Reserve (301, 673). In total, there are more than one million Army Reserve Soldiers ready to serve the nation when called upon by the President.

([www.armyreserve.army.mil](http://www.armyreserve.army.mil))

2. **Standby Reserve** personnel maintain their military affiliation without being in the Ready Reserve and are subject to involuntary active duty under full mobilization (Title 10 US Code 12301a). ([www.globalsecurity.org](http://www.globalsecurity.org)) Membership is limited to Soldiers having mobilization potential. Soldiers with a statutory military service obligation, temporarily placed in the Standby Reserve, are transferred back to the Ready Reserve at the earliest possible date. Voluntary members of the Standby Reserve, unable to transfer to the Ready Reserve and possessing critical skills determined by the Secretary of the Army to be mobilization assets, may be retained instead of discharged. Soldiers assigned to the Standby Reserve are placed on one of the following lists:

(AR 140-10, Paragraph 8-1b and c)

a. **Active Status List** members may participate in Reserve training activities at no expense to the government, earn retirement points, and be eligible for promotion. The list consists of Soldiers assigned under the following conditions:

(AR 140-10, Paragraph 8-2)

(1) **Key employees** are any Federal employees who occupy a key position that cannot be vacated during a national emergency or mobilization without seriously impairing the capability of the parent Federal agency or office to function effectively.

(AR 135-133, Paragraph 2-10)

(2) Soldiers with **temporary hardship** are those whose immediate recall to active duty in an emergency would create an extreme personal or community hardship, but who intend to return to the Ready Reserve, and have been screened per AR 135-133.

(AR 140-10, Paragraph 8-4)

(3) Soldiers with **temporary medical disqualification** are temporarily disqualified from Ready Reserve participation because of prolonged illness or medical defects remedial within 6 months to 1 year per AR 135-91, Chapter 5, Section V.

(AR 140-10, Paragraph 8-2c)

b. **Inactive Status List** members may not train for pay or earn retirement points and are not eligible for promotion. Soldiers enrolled in a military school course or correspondence course when transferred to the list may complete the course. They will receive credit for the course upon successful completion. The list consists of Soldiers assigned under the following conditions:

(AR 140-10, Paragraph 8-3)

(1) **Key employees** who do not request assignment to the Active Status List.

(2) **General officers** who no longer occupy a position commensurate with their grade or a higher grade and elect assignment to the Inactive Status List.

3. **Retired Reserve** personnel are retired Soldiers from the Active Army, Army Reserve and Army National Guard. Retired Reservists may be ordered to active duty whenever required as determined by the Secretary of the Military Department (Title 10 US Code 688) Assignment is authorized as listed below.

([www.globalsecurity.org](http://www.globalsecurity.org) and AR 140-10, Paragraph 6-1)



- a. All officers and enlisted personnel who receive retirement pay on the basis of active duty and/or reserve service; have completed a minimum of 20 years of active or inactive service in the Armed Forces. ([www.globalsecurity.org](http://www.globalsecurity.org) and AR 140-10, Paragraph 6-1)
- b. All Reserve officers and enlisted personnel who are otherwise eligible for retired pay but are not yet age 60, have not elected discharge, and are not voluntary members of the Ready or Standby Reserve.
- c. Active Soldiers who completed at least 30 years of active Federal service in the U.S. Armed Forces, upon request, be placed on the retired list. (AR 635-200, Paragraph 12-5)
- d. Are medically disqualified for AD resulting from a service-connected disability, not as a result of own misconduct, for retention in an active status or entry on AD, regardless of the total years of service completed.
- e. Completed 10 or more years of active Federal commissioned service.

4. **Ready Reserve** consists of Soldiers assigned to Troop Program Units (TPU) and USAR control groups who are available for mobilization in time of war or national emergency. The Ready Reserve is comprised of two groups of Soldiers: the Individual Ready Reserve (112,668) and the Selected Reserve (189,005). (AR 140-10, Paragraphs 2-1a and [www.armyreserve.army.mil](http://www.armyreserve.army.mil))

Activation is when an Army Reserve Soldier is called to serve in the Army full time, either within the United States or deployed to foreign soil. Once activated, Army Reserve Soldiers can only serve a maximum of two years active duty.

Presidential Reserve Call-up Authority is a provision (US Code, Title 10 (DOD), section 12304) that provides the President a means to activate, without a declaration of national emergency, not more than 200,000 members of the SEL RES and the IRR (of whom not more than 30,000 may be members of the IRR), for not more than 270 days to meet the support requirements of any operational mission. Members called under this provision may not be used for disaster relief or to suppress insurrection. Forces available under this authority can provide a tailored, limited-scope, deterrent, or operational response, or may be used as a precursor to any subsequent mobilization.

5. **Selected Reserve** is the most readily available group of Army Reserve Soldiers and is comprised of Troop Program Units (168,741), Active Guard and Reserve (15,393) Soldiers (15,393) and Individual Mobilization Augmentees (4,871). In the event of an emergency, all members of the Selected Reserve can be mobilized. ([www.armyreserve.army.mil](http://www.armyreserve.army.mil) and AR 140-10, Paragraph 2-4)

- a. **Troop Program Units** (TPU) consist of ARNG and USAR personnel assigned to organizations, and perform in drill periods & annual training as a minimum. TPU are the heart and soul of the Army's Ready Reserve. Soldiers are required to satisfactorily participate in the below training unless excused by the unit commander or granted a leave of absence. ([www.globalsecurity.org](http://www.globalsecurity.org) and AR 140-10, Paragraph 2-4)

**(1) At least 48 scheduled Inactive Duty Training (IDT).**

(a) An ARNG **Unit Training Assembly** (UTA) / USAR **Battle Assembly** is an authorized and scheduled assembly of at least 4 hours, including roll call and rest periods. At least 1 day's pay or 1 retirement point, or both is authorized for each assigned or attached person who satisfactorily completes the entire UTA. (AR 140-1, Paragraph 3-4)

(b) **Multiple Unit Training Assemblies** (MUTA) / **Battle Assemblies** are two or more assemblies conducted consecutively, subject to the following: No more than two UTA are conducted per day. Only one retirement point credit and 1 day's pay is allowed for each UTA, regardless of the number of hours of training each day. Criteria for awarding retirement points per the 2, 4, 8 and 2/8 hour rules are defined in AR 140-185. (AR 140-1, Paragraph 3-4)

(2) **Not less than 14 days, exclusive of travel time, of Annual Training (AT).** Army National Guard Soldiers are required to attend 15 days (including travel time). Army Reserve Soldiers attend 14 days (excluding travel time) during each year. (AR 135-200, Paragraph 3-2)

(3) **Inactive National Guard (ING)** consists of Army National Guard Soldiers in an inactive status in the Ready Reserve. Soldiers do not participate in training activities, train for points, receive pay, or compete for promotion. Each state maintains its' own ING. Soldiers can only remain in ING for 12 months or up to 36 months for missionary work. (NGA and RFA)

b. **Active Guard Reserve (AGR)** program supports and enhances the mobilization readiness of the Army Reserve. AGR Soldiers serve full time and enjoy the same benefits as Regular Army Soldiers, including medical care for themselves and their immediate family, and the opportunity for immediate retirement after 20 years of active federal service. Soldiers on AGR duty serve worldwide in positions that directly support the Army Reserve. ([www.globalsecurity.org](http://www.globalsecurity.org))

The AGR Program is open to Soldiers serving in the Army Reserve, National Guard and Regular Army. To gain eligibility for entrance into the AGR Program, Soldiers in the Regular Army and National Guard must be discharged from their component and accessioned with concurrent enlistment into the Army Reserve. Soldiers must be in the grades of Specialist through Sergeant First Class, Warrant Officer One through Chief Warrant Officer Four, or Second Lieutenant through Major. Regular Army Soldiers must complete a 3-year AD tour prior to 18 years of AFS. Additional eligibility and ineligibility criterion are listed in AR 135-18, Tables 2-1 and 2-3. (AR 135-18, Paragraphs 1-6 and 2-4, Table 2-1)

Army Reserve members are in an active status (Title 10 US Code 10143). Army National Guard have two programs: Title 10 positions are generally federal level jobs, while Title 32 jobs are at the state level. There are also short tour opportunities for Soldiers to contribute to their state's and country's security while enhancing their own military training and readiness. These fall into three general categories and tours are normally limited to 179 days or less in one fiscal year. ([www.armq.army.mil](http://www.armq.army.mil))

(1) Active Duty for Special Work (ADSW) tours usually support study groups, training sites and exercises, short-term projects, or administrative or support functions.

(2) Temporary Tour of Active Duty (TTAD) is used in situations where the Active Army has a mission requirement for which no Active Army Soldiers with the requisite skills and experience are reasonably available. However it may also be used to perform a wartime (support) mission in contingency situations (which makes the tour COTTAD).

(3) Contingency Operation Temporary Tour of Active Duty (COTTAD) tours be used to perform a wartime (support) mission in contingency situations.

c. **Individual Mobilization Augmentees (IMA)** are individual reservists attending drills who, receive training and are pre-assigned to an active component organization, a Selective Service System, or a Federal Emergency Management Agency billet that must be filled on, or shortly after, mobilization. Individual mobilization augmentees train on a part-time basis with these organizations to prepare for mobilization. Inactive duty training for individual mobilization augmentees are decided by component policy and can vary from 0 to 48 drills a year. ([www.globalsecurity.org](http://www.globalsecurity.org))

IMA are assigned to high-level headquarters where they would serve if mobilized and under the administrative jurisdiction of Commander, ARHRC. Soldiers assigned to this control group are serving in specified duty positions as Individual Mobilization Augmentees, per AR 140-145. (AR 140-1, Paragraph 2-14b)

6. **Individual Ready Reserve (IRR)** personnel are trained Soldiers who may be called upon, if needed, to fill vacancies in Army Reserve units and may replace Soldiers in Active and Reserve Units. The IRR involves individuals who have had training, served previously in the Active Component or the Selected Reserve (such as a member of an Army Reserve unit), and may have some period of Military Service

Obligation remaining. Others have chosen to remain Active as Army Reserve Soldiers but not as a unit member or IMA. Unlike new recruits, these are seasoned, experienced Soldiers who can contribute significantly to Army readiness. The IRR, as it exists, is mandated by Congress under Title 10 of the U.S. Code. ([www.armyreserve.army.mil](http://www.armyreserve.army.mil))

Soldiers are assigned to various control groups for control and administration who are available for mobilization in time of war or a national emergency declared by Congress. Soldiers who are not enlisted, reenlisted, or appointed for a specific TPU vacancy are assigned to a control group under the administrative jurisdiction of the CG, ARHRC. (AR 140-10, Paragraphs 4-2a and 4-2b)

a. **Annual Training (AT)**: consists of non-unit Ready Reserve Soldiers with a training obligation. They may be assigned to units or required to perform other appropriate training deemed necessary by their career manager. These Soldiers must take part in annual training when directed and are subject to mandatory assignment to a USAR TPU within reasonable commuting distance. Assignment is authorized to Soldiers who: ([www.globalsecurity.org](http://www.globalsecurity.org) and AR 140-10, Paragraphs 1-10, 4-2b(1))

(1) **Have not completed their statutory MSO.**

(2) **Are credited with less than 3 years of active duty.**

b. **Reinforcement (REINF)**: consists of all other non-unit Ready Reserve Soldiers not assigned to other control groups. They may, or may not have completed their military service obligation (MSO) and have no mandatory training requirements. Assignment is authorized to Soldiers who: **Are credited with 3 or more years of active duty.** ([www.globalsecurity.org](http://www.globalsecurity.org) and AR 140-10, Paragraphs 1-10, 4-2b(2))

c. **Officer Active Duty Obligor (OADO)** consists of officers who are:

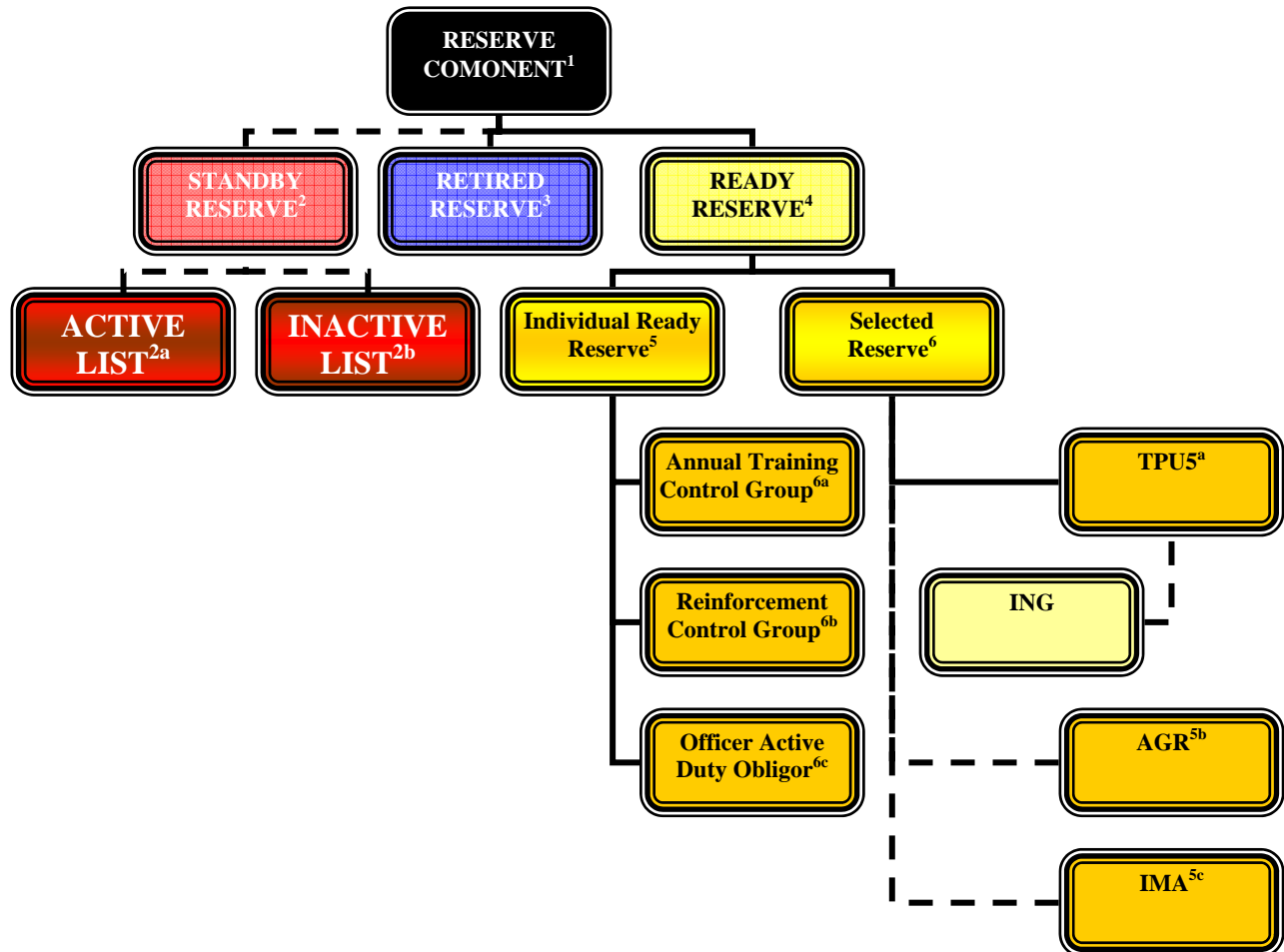
(1) Commissioned from ROTC and DEP from entry on initial active duty.

(2) Assigned to Staff Specialist (SS) branch, such as a chaplain candidate with Area of Concentration (AOC) 00A, per AR 165-1, chapter 7.

(3) Commissioned from the Medical Service Corps (MSC) or Veterinary Corps (VC) voluntary active duty programs. The CG, ARHRC, issues active duty orders when instructions are received from The Surgeon General. [AR 140-10, Paragraph 4-2b(3)]

Called-up IRR Soldiers spend about 30 days at a mobilization installation, getting checked to see if they are qualified for deployment, getting individual weapons qualification, conducting Common Task Testing and receiving warrior tasks training that reflect the realities of today's operating environment. Those who do not pass the readiness muster at the mobilization installation for any reasons including medical and legal to physical challenges may be disqualified and sent home. Those who pass the muster will be sent on to military occupational specialty schools to get refresher training, normally lasting between two to four weeks. Soldiers then join the deploying unit at least 30 days before deployment for collective training as a unit. ([www.globalsecurity.org](http://www.globalsecurity.org))

## FORCE MATRIX



## MEMBERSHIP BENEFITS

1. **Retirement** pay is based on the highest grade satisfactorily held at anytime during a Soldier's entire period of service, other than in an inactive section of a RC. To be eligible to receive for retired pay, an individual need not have a military status at the time of application, but must have:

(AR 135-180, Paragraphs 1-4 and 2-1a)

a. Attained age 60.

b. Completed a minimum of 20 years of qualifying service.

(1) Minimum points. A reservist must earn 50 points per year in order for that year to qualify as a creditable or a "good" year for retirement purposes. Failure to earn the minimum 50 points per year will cause the year not to count towards retirement. Also, a Soldier may be subject to removal for failure to participate satisfactorily. ([www.armyreserve.army.mil](http://www.armyreserve.army.mil))

(2) Maximum points. A reservist can earn a maximum of 90 points per year (effective 31 October 2000) for IDT, extension courses, and membership points.

(3) Personnel on AD, ADT, AT and ADSW are awarded one point for each calendar day they serve in one of these categories. Additional retirement points cannot be awarded for other activities while in an active duty status. The only exception is correspondence course points. Limitation is a maximum of 365 (366 during leap year) points.

([www.armyreserve.army.mil](http://www.armyreserve.army.mil), AR 135-180, Paragraph 2-8b and AR 140-185, Paragraphs 2-1 and 2-4a)

(4) Most correspondence course points are automatically reported through an interface with TRADOC. Points are awarded within the appropriate Retirement Year Beginning/Ending (RYB/RYE) dates. Soldiers are awarded one retirement point for every three hours of course credit. Points are awarded only after successful completion and receipt of grade for the course or sub course.

(5) Personnel on IDT (earned as a TPU member or as an IRR/IMA Soldier attached to a Troop Program Unit) earn points as follows with a limitation of a maximum 60 points:

([www.armyreserve.army.mil](http://www.armyreserve.army.mil) and AR 140-185, Paragraphs 2-1 and 2-4a)

(a) Four-Hour Rule. One point for each 4-hour period of IDT performed with a maximum of two points per day. Per DoD Instruction 1215.7, effective 31 October 2000, one point per day for meetings (Seminars, Symposia, Professional Development); training must be a minimum of 4 hours long.

(b) Two-Hour Rule. Per DoD Instruction 1215.19, effective 12 December 2000, the following types of duty require a minimum of two hours. One point for each day in which you perform funeral honors duty, including travel; no more than 1 Funeral Honors Duty per day. One retirement point per two hours (minimum) with a maximum of one point authorized in any 1-calendar day. Example: IDT duty in a non-pay status; RTU members drilling for points-only.

2. **Gray Area Benefits.** Active RC, IRR, or Retired Reserve service members who received a 20-year letter but have not received any retirement pay may be eligible to receive "gray area" benefits.

a. Uniformed Services identification and privilege card for the Soldier and family members.

b. Access to military installations, facilities and activities (Exchanges, Commissary, Shoppettes, Service Stations, Physical Fitness Centers, Lodging, Theater, Recreation Centers, Clubs, Bowling Alleys, Beverage Stores, Libraries, MWR facilities, Optical Shops, Beauty/Barber Shops, TRICARE

Retiree Dental program, Space "A" Travel (not dependents), SATO/Carlson Wagonlit Travel, Legal Assistance (limited), Survivor Assistance, Family Services, and VGLI.

3. **Pay Compensation**. RC service members receive the same pay as Active Component members for AD, ADT, AT and ADSW. Reservists receive a rate of 1/30<sup>th</sup> of the basic pay prescribed for grade and years of service for the performance of each authorized period of IDT (1 day's pay per UTA).  
(DODFMR 7000-14.R, Volume 7A, Chapter 58, Paragraph 580101A)

4. **Medical Coverage**. RC service members are covered only for line-of-duty injury/illness and traveling to and from training. Otherwise the Soldier and their family members only receive medical benefits when the Soldier is on active duty for 30 days or more. They do not become permanently entitled to medical care until they reach age 60 and can receive retirement pay. (RFA)

a. TRICARE Reserve Select (TRS) is a new premium-based TRICARE health plan offered for purchase by certain members and former members of the Reserve Component (RC) and their families, if specific eligibility requirements are met.

(1) Coverage is available to eligible RC members who were called or ordered to active duty, under Title 10, in support of a contingency operation on or after September 11, 2001. RC Members and their Reserve Component unit will need to agree for the member to stay in the Select Reserve for one or more whole years to qualify.

(2) Coverage must be purchased and members pay a monthly premium for health care coverage (for self-only or for self and family). TRS premiums are adjusted January 1<sup>st</sup> each year. (Premiums for 2006 are: \$81 for member-only coverage and \$253 for member and family coverage)

b. The National Defense Authorization Act for fiscal year 2005, enacted into law on October 28, 2004 entitles RC service members when ordered to active duty for more than 30 days in support of a contingency operation for the following benefits:

(1) Early TRICARE entitles RC service members to 90 days coverage prior to mobilization.

(2) Transitional Health Care Benefits under the Transitional Assistance Management Program (TAMP) entitles RC service members 180 days of coverage immediately following separation from active duty.

c. Families of activated RC service members become eligible for health care benefits under TRICARE Standard or TRICARE Extra on the first day of the military sponsor's active duty, if his or her orders are for a period of more than 30 consecutive days, or if the orders are for an indefinite period. Family medical and dental care needs are covered under several TRICARE options: TRICARE Standard, TRICARE Extra, TRICARE Prime, TRICARE Prime Remote for Active Duty Family Members, and TRICARE Dental Program.

5. **Access to military installations, facilities and activities** (Exchanges, Commissary, Shoppettes, Service Stations, Physical Fitness Centers, Lodging, Theater, Recreation Centers, Clubs, Bowling Alleys, Beverage Stores, Libraries, MWR facilities, Optical Shops, Beauty/Barber Shops, TRICARE Retiree Dental program, Space "A" Travel in CONUS, Alaska, Hawaii, Puerto Rico, Guam, and the Virgin Islands (not dependents), SATO/Carlson Wagonlit Travel, Legal Assistance (limited), Survivor Assistance, and Family Services.

6. **Serviceman's Group Life Insurance** (SGLI) is available to RC service members and their family members.

a. SGLI is available to Soldiers in \$10,000 Increments up to a maximum of \$400,000.



b. Family SGLI is available for spouses and children of Ready Reservists and Troop Program Unit (TPU) Soldiers who have full time SGLI on themselves. A "dependent child" includes: natural born child, legally adopted child, stepchild who is a member of the service member's household, child between the ages of 18 and 23 who is a full-time student, and/or a child who has been declared legally incompetent before the age of 18. Spousal coverage is a maximum of \$100,000 or lesser amounts in increments of \$10,000 as elected by the service member. Spousal coverage cannot exceed the service member's level of SGLI. Dependent child coverage is set at \$10,000 for each dependent child. FSGLI coverage begins automatically when the service member enters military service and is married and/or has dependent children, or gets married and/or gains dependent children.

c. Combat SGLI. Public Law 109-13 provides an automatic additional amount of \$150,000 SGLI coverage for members in designated combat zones. This coverage is free to the member but paid by the services.

7. **Education Benefits & Programs.** RC service members receive basically same the educational systems and opportunities as AC Soldiers. They attend unit training, NCO academies, USMAPS, functional course, and professional development activities. They can complete correspondence courses and other civilian education courses. (RFA)

a. The Army Reserve and Army National Guard provide a variety of tuition assistance programs such as independent study assistance, college and university assistance and the Montgomery GI Bill.

b. Student Loan Repayment Program (SLRP) is an incentive program that helps RC service members pay off your student loans. When used properly, this program allows you to greatly reduce or completely eliminate your educational debts.

c. The Montgomery GI Bill (MGIB) program is an educational assistance program enacted by Congress to attract high quality men and women into the Armed Forces.

d. New legislation (Public Law 106-419) affecting participants in the Montgomery GI Bill (MGIB) allows active duty members (including AGR) to make an additional contribution.

e. Veterans Educational Assistance Program (VEAP) Conversion under Public Law 106-419 provides an opportunity for some participants in VEAP (Chapter 32) to elect to participate in Chapter 30.

f. The Army Reserve and Army National Guard offers opportunities for selected RC service members to pursue their education on a voluntary basis.

g. The Defense Activity for Nontraditional Education Support (DANTES) supports the voluntary education functions of the Office of the Secretary of Defense, including the Military Services, Reserve and other DoD components.

h. The Army Continuing Education System (ACES) provides programs and services that are consistent with Soldiers' professional and personal needs and goals.

8. **Uniforms.** RC service members are authorized direct exchange of basic issue items and have unlimited use of Military Clothing Sales store. AR 700-84 establishes a 3-year minimum usage criteria for authorized clothing exchange. If items become unserviceable through fair wear and tear or items are required due to size change (gain or loss of weight), they may be exchanged. If items are lost, damaged, or destroyed through no fault or negligence of the individual. A memorandum signed by the unit commander is required, per AR 735-5, in lieu of other adjustment documents.

(AR 700-84, Paragraphs 14.19 and 15.11)

9. **Uniformed Services Employment & Reemployment Rights Act (USERRA)** protects the employment rights of National Guard, Reserve and Active component members of the armed forces.

a. USERRA provides protections for initial hiring and adverse employment actions by an employer if the actions are motivated by your military service. The law applies to voluntary and involuntary service, in peacetime as well as wartime. USERRA does not apply to state military duty or governor call-ups of National Guard members for disaster relief, riots, etc. However, protection for such duty is generally provided by individual state statutes.

(1) To be eligible for protection under USERRA, you must meet all of the following conditions:

(a) Hold or have applied for a civilian job.

(b) Provided written or verbal notice to your civilian employer prior to leaving your job for military training or service except when precluded by military necessity.

(c) Not exceed the 5-year cumulative limit on periods of service.

(d) Released from service under conditions other than dishonorable.

(e) Reported back to your civilian job or submitted an application for reemployment in a timely manner.

(2) When returning to work, a member of the Guard or Reserve must provide proof of military duty when granted a leave of absence from your civilian jobs. Following your periods of military service of 31 days or more, USERRA requires that you must, upon the employer's request, provide documentation that establishes length and character of the service and the timeliness of the application for reemployment.

(3) When a RC service member serves for up to 30 consecutive days, the member must report back to work for the first full regularly scheduled work period on the first full calendar day following the completion of the period of service and safe transportation home, plus an 8-hour rest period. If the ability to report becomes "impossible or unreasonable (through no fault of the employee)," the member must report back as soon as possible after the expiration of the 8-hour period.

(4) When a RC service member serves for 31-180 days, the member must submit a written or verbal application for reemployment with the employer not later than 14 days after the completion of the period of service. If the member cannot submit the application within 14 days because it is "impossible or unreasonable through no fault of the employee," the member must submit the application as soon as possible thereafter.

(5) When a RC service member serves for 181 days or more, the member must submit an application for reemployment no later than 90 days after completion of the period of service. These deadlines to report to work or apply for reemployment can be extended up to two years to accommodate a period during which a person was hospitalized for or convalescing from an injury or illness that occurred or was aggravated during a period of military service.

b. The National Committee for Employer Support of the Guard and Reserve (ESGR) is an agency within the Office of the Assistant Secretary of Defense for Reserve Affairs that promotes cooperation and understanding between Reserve component members and their civilian employers and assists in the resolution of conflicts arising from an employee's military commitment. Established in 1972, ESGR operates through a network of more than 4,500 volunteers throughout 54 committees located in each state, the District of Columbia, Guam, Puerto Rico and the Virgin Islands.

(1) The Ombudsmen Services Program provides information, informal mediation, and referral service to resolve employer conflicts. ESGR is not an enforcement agency and does not offer legal

counsel or advice. More than 95 percent of all such requests for assistance are resolved in this informal process, without requiring referral to the Department of Labor for formal investigation.

(2) Each of the 54 ESGR Committees (one in each state, the District of Columbia, Guam, Puerto Rico and the Virgin Islands) has trained volunteer Ombudsmen ready to assist you. Many of them are local business leaders and their stature in the community contributes to their effectiveness in mediation. As an alternative, the National ESGR Headquarters has full-time staff in its Ombudsmen Services Directorate (available throughout the business week) or call the toll-free number at (800) 336-4590 and ask for Ombudsmen Services.

10. **State Benefits.** Varies state to state and changes year to year (i.e. automobile license tag programs which may include distinctive auto plates, reduced rates or both). (RFA/NGA)

## STABILIZATION & MOBILIZATION DEFERMENTS

### USAR

1. Soldiers (enlisted, warrant officer, and commissioned officer) who have deployed for Operations Enduring Freedom (OEF) or Operation Iraqi Freedom (OIF): (TACC MSG 06-20)
  - a. Within 12 months prior to transitioning into an Army Reserve TPU will be authorized a 24-month mobilization deferment from the date assigned to a TPU. Soldiers may; however, volunteer for mobilization during this stabilization period.
  - b. Between 13 and 24 months prior to transitioning into a TPU will be authorized a 18-month mobilization deferment from the date assigned to a TPU. Soldiers may; however, volunteer for mobilization during this stabilization period.
2. This policy does not create a right or benefit and is only a statement of the Army Reserve's intent. Stabilization periods may only be waived for operational necessity by the first general officer in chain of command.
3. The following statement will be added in the remarks block of DA Form 3540 for those Soldiers meeting the deferment criteria:

"I will be granted a 18 or 24 month deferment from involuntary mobilization upon assignment into the Troop Program Unit (TPU) of the Army Reserve." \_\_\_\_\_ (Initials)

### ARNG

1. Soldiers (enlisted, warrant officer, and commissioned officer) who have completed a deployment from a combat zone within the last six months prior transition will be provided a period of stabilization equal to the mobilization period or remaining portion of stabilization period not completed (see each state for stabilization period). (TACC MSG 06-05)
2. Soldiers enlisting in the ARNG through the RCCC must enlist for at least one year and initial the below statement entered in Section VII, item 2 (remarks) of DA Form 7249-R:

"I understand that by enlisting into the ARNG, I am exempt from federal mobilizations under the authority of the Secretary of the Army for a period of one year starting on the day after my separation date from the RA. I further understand that I am required to enlist for a minimum of 12 months."  
\_\_\_\_\_ (Initials)
3. Soldiers who may be affected by STOP LOSS as a result of unit deployments during the stabilization period will be considered on a case-by-case basis.

## END OF CHAPTER QUESTIONS

---

Read the below questions, answer and cite the reference most closely corresponding to the question. Multiple references may be applicable. In citing the reference(s), give the regulation, chapter number, page number, paragraph number, the subparagraph, and the table (if applicable). Example: PG 7, Para 2a(3).

1. Which reserve is the most readily available group of Soldiers that can be mobilized?
2. What is a UTA?
3. How much active duty must a Soldier have to be placed into the Individual Ready Reserve REINF control group?
4. How many points must a Soldier earn in order to obtain a qualifying year for retirement?
5. How much pay does a Soldier receive for performing a period of IDT?
6. How many months of mobilization deferment can Soldiers affiliating with the USAR, who re-deployed from OIF 2 months ago receive?